GO Global Organization Design Society

Readings in Global Organization Design
2005 Conference Proceedings

Academic, Business and Consultants Questions

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Questions

1. Academic
    1. Hostility
    2. Ignorance/Lack of info
    3. Lack of French material
    4. Network of examiners
    5. Not considered "proper" academic research
    6. Not enough academics have practical work experience
    7. What do you research
    8. The language is a barrier
    9. Need for more criticism of RO
    10. Identify other research streams that are considered with RO
    11. The language precludes academics from identifying their own
    12. Formalization of concepts
    13. Funding

    Teaching
    14. syllabus / levels of students
    15. curriculum
    16. teaching material copyright

2. Business
2.1 challenge of transformation
2.1.1　best practices
2.1.2　people
2.1.3　systems
2.2 what happens when RO is acquired by non RO
2.3 enterprise governance vs. local RO
2.4 how to set communication in business language
2.5 how to prove the results
2.6 how to sustain through change in leadership
2.7 RO in the world of Sarbanes Oxley
2.8 What are some of the breakthrough learnings from implementation (real world experiences)
2.9 What are some major challenge – design, implementation
2.10　How do you sustain it:
2.10.1 Enthusiasm/ not going back
2.10.2 Surviving changes in leadership
2.11　Is there a RO – Lite – or how do you implement quickly to prove the concept
2.12　How do you implement RO in a professional organization
2.13　How do we develop the proof & communications on RO targeted to the interests of CEO's and corporate boards
2.14　Co-existing with other "stuff":

2.14.1 Hay grading systems

2.14.2 HR philosophies / practices

2.14.3 Fixing individuals, not systems

2.14.4 Process based thinking (evolution vs. revolution)

2.15   How to asses people's capabilities (strata)

2.16   New department:

2.16.1   Creating at what level

2.16.2 talent development / management

2.17   reconcile theory to:

2.17.1 geographic diversity

2.17.2 applying to "professional" roles

3. Consultants

3.1 Why don't "they" get it?

3.2 Problem of quantifying results

3.3 What cab we do to help "them" get it?

3.4 Clarity of communication "it"

3.5 How to get them to pay us until they get it?

3.6 How to grow understanding exponentially

3.7 How to grow it within a market (ex. Banks)

3.8 How can we sustain it in organizations (confidence/ courage)? Leaders with
    necessary capability

3.9 What's in it for them – the real draw? Best entry points

3.10   What is the potential –really threatening?

3.11   Who are the "they" really? And message needed

3.12   Overcoming the negative message about it

3.13   How to leverage from success stories

3.14   What is the quickest / most effective way in implementing RO?

3.15   Given age profile &lack of academics, what is the future?

3.16   How applicable is RO in other than heavy industry (service, public sector, IT

3.17   Capability – used in oversimplified or quick fix way

3.18   Just use organizations

3.19   How to make it from push to pull?

3.20   Describing the levels

3.21   What is RO added value? What benefits?

3.22   How can we market it to a critical mass/ tipping point?

3.23   How do we get access to the right audience? who are they?

3.24   What level of decision making?

3.25   What are the big success stories? Again, benefits, not theories

3.26   ROI or RO

3.27   What synergies can we find in the room? What conditions do we need to create to
    tap in?

3.28   Database identifying projects, industries, wins, competencies, accessible to all

3.29   What other work is being used to complement RO (esp. leadership development)

3.30   How to present a compelling story with accessible language

OUR PURPOSE

The Global Organization Design Society is a not-for-profit corporation registered in Ontario, Canada to promote the following objective:

The establishment and operation of a world-wide society of academics, business users and consultants interested in science-based management to improve organizational effectiveness for the purposes of:

Promoting among existing users increased awareness, understanding and skilled knowledge in applying concepts of Levels of Work Complexity, Levels of Human Capability, Accountability, and other concepts included in Requisite Organization and/or Stratified Systems Theory.

Promoting among potential users of the methods, appreciation of the variety of uses and benefits of science-based management, and access to resources.

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